

Climate & Culture: Stay Survey Report

Department of Human Resources
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Purpose

- To connect with current employees to discuss why they're happy at MRH and why they might not be
- To understand the specific reasons employees have for staying in MRH
- To understand employment practices from the employee's perspective
- To develop next steps to improve employment satisfaction and strengthen positive workplace relationships



Stay Interview: Process

- Staff were invited to a joint Support Staff Forum and Teacher Leader Restorative Circle conducted by an external facilitator from Education Plus on March 7: 4:30-6:30pm to discuss culture and climate
- Stay survey was sent out electronically the following day on March 8.
- Additional option for in-person stay interview with the Assistant Superintendent of Human Resources.
- Stay surveys are typically administered during the spring



Participation: Survey Respondents

Total number of staff	Number of participants
ECC: 93	19
ELE: 64	14
Middle School: 23	0
High School: 43 (SSC: 5)	1
SSD: 43	1
Operations: 23	0
Central Office/District: 28	2



2022-2023 MRH Stay Survey Demographics

Gender	Race	Positions
32 Female	36 White	31 Teachers
5 Male	1 Black	1 Administrator
		4 Support Staff
		1 SSD

- 37 staff members completed the stay survey
- Tenure certified staff: 1-24 years



2022-2023: Stay Survey Summary Data

What did you like most about your job and/or this company?	What did you like least about your job and/or this company?
Size (I can make a difference) small district	The sheer lack of any sort of system for anything.
Students (child centered approach)	I worry that amazing teachers are leaving for better pay.
My supervisor, coaching I am receiving	Negativity of staff towards children & each other, lack of social justice and equity work happening for all staff (messy) Covert racism from parents/colleagues.
Inclusive curriculum	The pay and looping are my two least favorite parts of MRH.
The culture and philosophy	We are losing some of our identity as a district. (Not in a "hold on to the old ways" meaning but less pride and "weight" that used to come from working at MRH.)
The willingness to make the changes we need to make in the way we teach reading and the investment that brings.	1. Blackout dates 2. Sick-days vs. personal days (our days should be our days) 3. The amount of days in our contract (it's more than many other districts in MO) 4. All unused days should roll over each year.
I enjoy my job day to day, the students and families that I serve, and my coworkers.	The lack of support, communication, accountability from building and central office administration.
Community and kids	The lack of openness to change; uncertain time/direction; low morale in building.
I LOVE my kiddos and families! I also love my amazingly talented teaching partner!	Lack of RELEVANT PD, Why don't we receive curriculum related PD? I don't feel teachers or students are held to high enough standards. Parents are demanding and entitled, and have too much access & influence over administration.



State Educator Statistics: Teacher Salary

School District	Average Teacher Salary
Clayton	\$83,181
Ladue	\$77,630
Kirkwood	\$74,806
Pattonville	\$72,268
Special School District	\$71,039
Webster Groves	\$70,693
Hancock Place	\$69,319
Valley Park	\$68,087
Brentwood	\$67,531
Maplewood Richmond Heights	\$63,248
State of Missouri	\$54,288



State Educator Statistics: Admin. Salary

School District	Average Admin. Salary
Brentwood	\$148,160
Ladue	\$140,758
Kirkwood	\$138,919
Hancock Place	\$137,187
Pattonville	\$133,466
Special School District	\$127,658
Webster Groves	\$123,917
Valley Park	\$123,222
Clayton	\$116,515
Maplewood Richmond Heights	\$112,846
State of Missouri	\$100,414



What comments do you have about the districts salary and benefits?

I'm glad they are able to give us increases over the next 2 years! But the discussions about possibly having to charge for insurance, or have a higher deductible or out of pocket expenses makes the raises moot.

I took a paycut when I came to the district and as a single mother with no outside support, it's extremely difficult to make ends meet on my MRH salary. Inflation makes it even harder. The benefits meet my needs and don't cost me an arm and a hand so for that I'm grateful.

I appreciate that the district is trying to catch up with others. I also think that the district does a good job thinking equitably and full picture (considering other benefits besides compensation).

I am satisfied with the benefits. The salary is disappointing, particularly considering the extra expectations on teachers to execute the metaphors which often requires work above and beyond contract hours and curricular requirements.

Our salary and benefits, even with our recent raise, does not match neighboring districts. As someone that is on Step 24, it concerns me that there are not any steps for me after this.



Cont..

Im happy about the raise but also wonder why it is so difficult to pay teachers properly. I don't think being a small district is an excuse, and that's what we've been told for years.

I am excited about the raise we are getting, but we are still one of the lowest paying districts in the county.

I would say salary is comparable to other districts in the area. I do wish it wasn't so expensive for my kids to be on my insurance. My insurance is amazing though!

Although I do appreciate the salary increase, I wish it was more. I also wish we didn't need to become national board certified here to receive the pay I could receive elsewhere. We work so hard as it is.

I appreciate the recent raises in progress and hope the district will continue to make efforts to stay on pace with other nearby districts and inflation

its fine, would like eye insurance covered by the district though

I feel it is unfair that our district is paying less than other districts. The National Board Track puts an additional burden on teachers too. I wish that our salary schedule could be looked at again and possibly grandfather in those that have National Board. Then, take that money and spread it out more evenly so it reflects nearby districts.

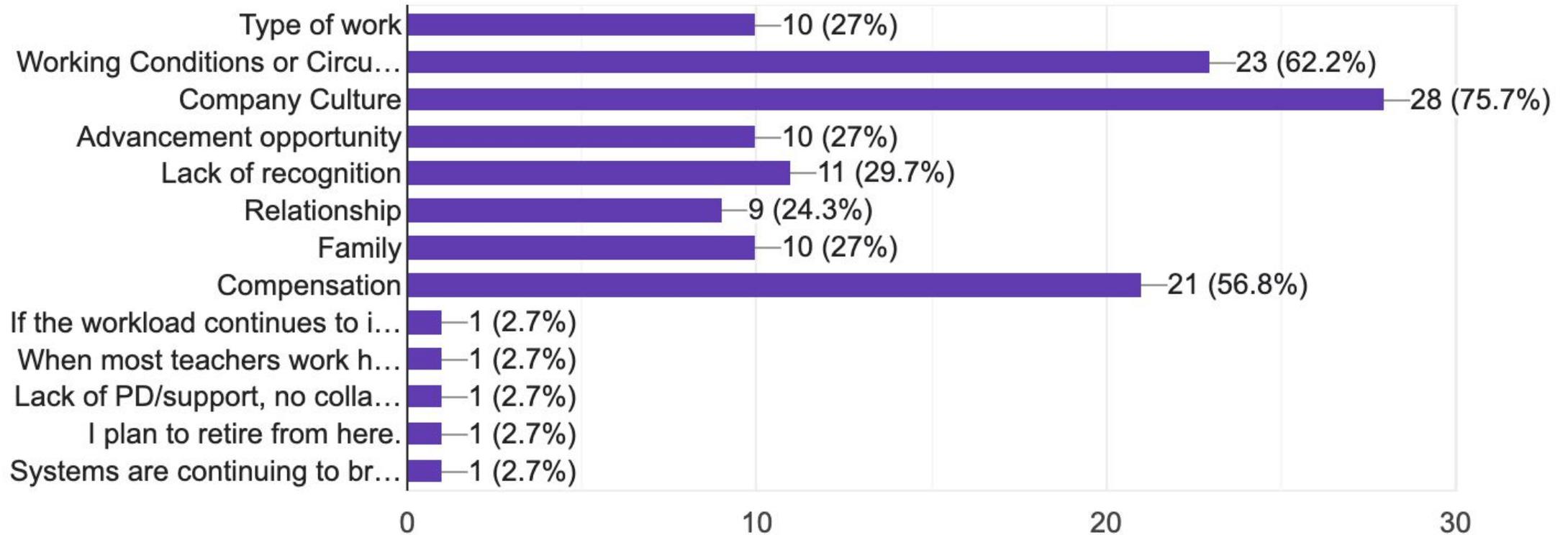




What might prompt you to seek alternative employment?

Copy

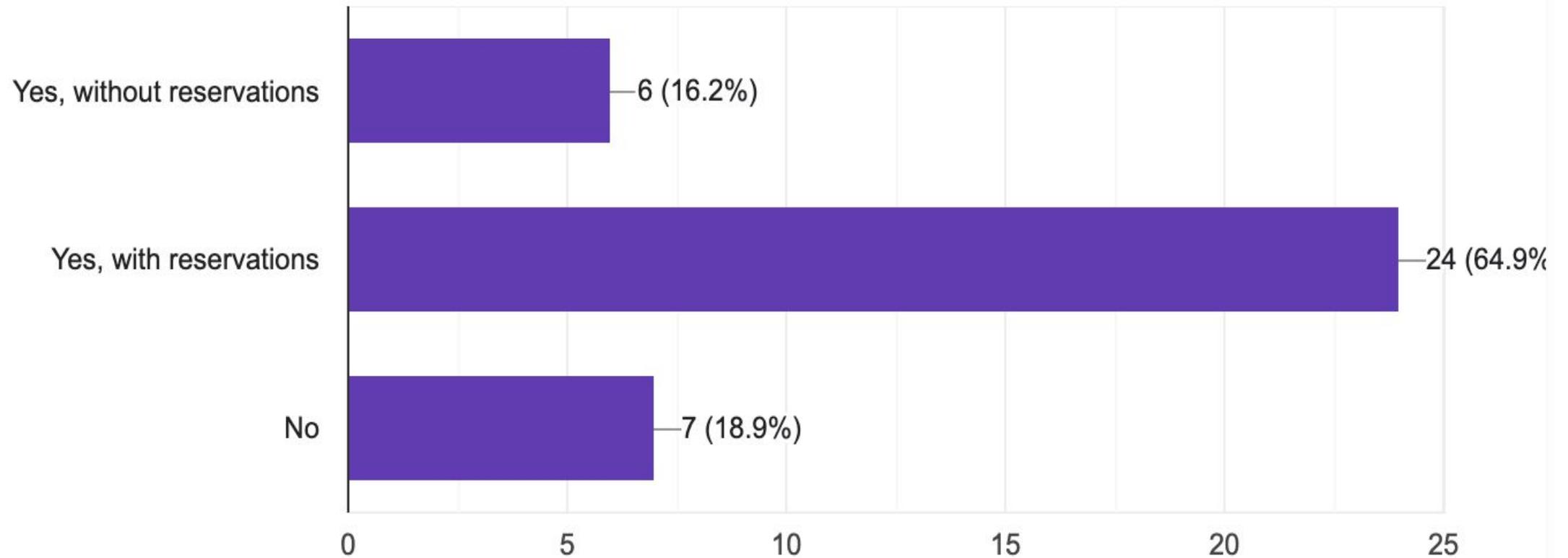
37 responses



Note: select one or rank in revised version

Would you recommend this company to a friend as a place to work?

37 responses



Actions to Date

- *Salary Increases*
- *Leave Changes*
- *Recognition Programs*
- *Community Partnerships*
- *Chat and Chew check-ins*
- *Stay Surveys*
- *Professional Development Opportunities*
- *Grow your Own Grant*
- *Salary Schedules*
- *Career Advancement Opportunities (T&L coaches, administrative interns, shadowing, etc)*
- *Thinksgiving (Filament)*
- *Calendar changes*
- *Changed start/end times to make hours with students more equitable*



Next Steps

- Continue stay surveys, modify window, increase participation, more representative sample
- Review and revise the survey instrument for potential improvements
- Continue to monitor staff retention and improve climate and culture
- Continue to identify opportunities to implement the feedback and develop revised systemwide improvement goals.
- Utilize the “For Our People” Management Oversight Team (MOT) to guide implementation of Strategic Plan
- Analyze and share the results and implementation strategies for improvement with stakeholders.
- Partner with MNEA regarding culture and retention efforts.



Questions?